

TO:	Senate
FROM:	Anthony C. Masi, Provost
SUBJECT:	Revision of the

While some changes have been made in Section 5 of the Current Regulations (now Section 3, Revised Regulations), they were made to reflect the new terminology used in the Revised Regulations - and to address some issues that were felt required clarification or elaboration. It was not the Committee's intention to otherwise affect the substance of this section which, as noted above, had recently been revised. Similarly, the balance of the Current Regulations (Sections 7: Visiting and Emeritus Librarians, through 13: Arbitration) have been amended only to reflect the new terminology; improve the formatting of certain provisions; and in one or two instances to clarify the true intent of the provision.

Terminology of Revised Regulations: It will be obvious to those familiar with the Current Regulations that significant changes have been made in the terminology used to signal what may be described as the "employment status" of librarian staff – "full-time" and "part-time" as indicators of tenure (dis)entitlement have gone, they are replaced by "tenure track" and "non-tenure track" (Revised Regulations

Non-tenure track staff: Of equal importance to the foregoing revisions are those proposed in Section 5: Non-Tenure Track Librarian Staff of the Revised Regulations; these will replace the section on Part-Time Librarian Staff (Current Regulations, Section 6). As indicated in the preamble to that section non-tenure track appointments will become the exception, will be made only to meet particular needs and will not normally “evolve” into indefinite term appointments.

Transitional provisions:

As with any major revision of existing regulations, there is a need to make certain transitional arrangements for current librarian staff, in this instance the large group of Library Professionals. The transitional provisions are to be found in Section 5.9 of the Revised Regulations. These provisions provide a Library Professional with a basic choice:

- to move to an initial tenure track appointment as assistant librarian with the right to seek early consideration for tenure at a time of their own choosing;

OR

- to retain the status quo – that is, to move into a non-tenure track appointment equivalent to that which she or he now enjoys with the possibility of moving to an indefinite term non-tenure track appointment once they accumulate 5 years of continuous employment.

(A Library Professional who chooses the status quo and who has already served for 5 + years would immediately be appointed to an indefinite term appointment as a non-tenure track assistant librarian.)

In essence, a Library Professional who does not wish to move to a tenure track appointment will be “grandparented” – all that will change is the terminology used to describe the nature of her or his appointment and rank. The constraints on indefinite term non-tenure track appointments apply to future hires only and not to current Library Professionals who do not desire a tenure track appointment.

**MOTION OR RESOLUTION
FOR APPROVAL:**

Be it resolved that Senate approve and recommend to the Board of Governors for its approval that

the regulations titled, *Regulations Relating to the Employment of*

RATIONALE:	<p>In brief, the Revised Regulations:</p> <ul style="list-style-type: none"> • introduce greater clarity and transparency to the regulations governing the employment of librarian staff; • provide more appropriate guidance with respect to the academic duties of librarian staff and the key considerations in the allocation of such duties • reflect both existing and best practices with respect to the appointment and reappointment of librarian staff; • establish a clearer regime for the career progression of librarian staff; • introduce a more appropriate regime for the employment of non-tenure track librarian staff; and • make the regulations relating to the employment of librarian staff more accessible to both staff and administrators.
PRIOR CONSULTATION:	Librarian staff, Library Professionals, MAUT Executive, the Provost
NEXT STEPS:	Approval by Board of Governors
APPENDICES:	<p>Appendix A: Revised <i>Regulations Relating to the Employment of</i></p> <p>Appendix B: Comparative Table of Contents</p>